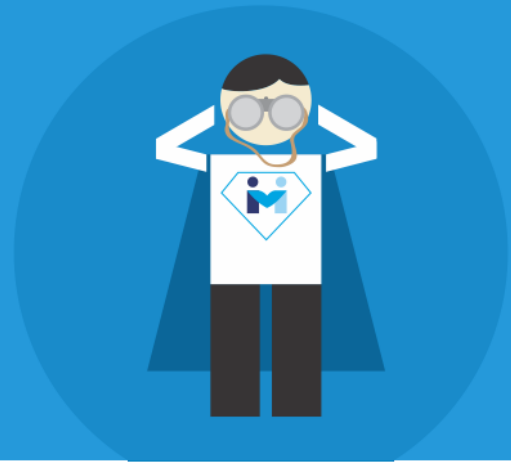


CAREER PLANNING FOR MANAGERS

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Introduction

Managers and emerging leaders are often faced with an added complexities when it comes to mapping out their careers. First, there are fewer people you can call upon to mentor and coach you. Second, there is an expectation that you already have everything sorted. And last, the expectation of you as a leader is that you have capabilities and competencies that span entire business and are transferrable to other industries.

Managing this well is challenging and requires a commitment to consciously invest in your personal growth and development.

How will you benefit?

A fundamental hindrance in our ability to succeed in any job is our capacity to self-reflect and to accept that we're not good at everything. Waiting for or expecting this kind of insight will come from your boss (*who has their own limitations*) in feedback is high risk. The only person that has your best interests at heart is you, and where you end up in life is down to the choices you make.

Making choices without all the information, particularly ones that impact your career, can lead you anywhere. MetaPeople's Career Planning workshop will challenge and encouraged to look at what you do from a very different perspective and identify the choices that are right for you.

Understanding your personal inventory

A key learning of the workshop is understanding your personal inventory. Here you will discover the important factors from your work experience that create feelings of joy, satisfaction or challenge you. You'll also come to understand the factors that detract from or impact these experiences. The workshop will give you a methodology for understanding that will serve you through the rest of your career.

If you currently manage or desire to manage people, this tool will give you a practical framework to engage and create a dialogue with the people you manage. It will also enable you to facilitate conversations with your manager and assist you in managing a number of tricky interview questions. More importantly, you'll have a plan to help you maximise untapped opportunities.

Life Styles Inventroy

As part of the workshop you will complete a Life Styles Inventory (LSI). LSI is a self-assessment and feedback tool that gathers information from up to 8 people that you work with. It will need to be completed before attending the workshop.

LSI will provide you with useful insights weighing your perception of your leadership style against the feedback from others on how that style is being interpreted. This can be thought provoking, challenging and confronting for many. Undertaking this in a group environment provides a safe way to explore what you need to start doing, stop doing and keep doing.

Your Personal Development Plan

At the close of the workshop you'll have a personal development plan. Your plan will then be further used and developed during your coaching sessions. Your plan will involve you setting some specific task related activities to improve your current employment state and position you for your next career opportunity.

Outcomes

- Clarity around your current career state
- A plan to achieve your desired career state
- Deeper understanding
- Sharper self-awareness
- Powerful insights on your leadership style and its impact on others

Coaching sessions are used to enable additional awareness and to help you work through specific development goals.

Timing

A one-day workshop plus six (6) one hour one-on-one online coaching sessions following the workshop.

Cost

\$3500 plus GST - Min & Max group numbers apply.